



Wauwatosa, WI

7725 W. North Avenue
Wauwatosa, WI 53213

Milwaukee Metro Fire Rescue Board of Directors

Meeting Agenda - Final

Wednesday, July 15, 2026

5:30 PM

Wauwatosa City Hall
Common Council Chambers
and Microsoft Teams

HYBRID MEETING INFORMATION

Members of the public may observe the meeting via Microsoft Teams at the link below:

<https://www.microsoft.com/en-us/microsoft-teams/join-a-meeting>

Meeting ID: 286 487 606 559 443

Passcode: HL7hw7K3

CALL TO ORDER

ROLL CALL

NEW BUSINESS

1. Approval of minutes of the April 15, May 20, and June 17, 2026, regular Milwaukee Metro Fire Rescue Board of Directors meetings [26-1243](#)
2. Consideration of approval of 501(c)(3) tax-exempt filing authorization for Milwaukee Metro Fire Rescue [26-1244](#)
3. Discussion and consideration of health insurance benefits for the Milwaukee Metro Fire Rescue [26-1245](#)
4. Discussion of other matters for consideration at future Metro Milwaukee Fire Rescue Board of Directors meetings [26-1246](#)
5. Discussion regarding potential fire dispatch service providers [26-1272](#)

The board may convene in closed session for this item pursuant to the provisions of Wis. Stat. Section 19.85(1)(e) for the purpose of deliberating or negotiating a collective bargaining agreement to the extent competitive or bargaining reasons require a closed session. The board may reconvene in open session after completion of the closed session to consider the balance of the agenda.

6. Update on collective bargaining with firefighters' association with [26-1247](#)
direction from the board for future negotiations

The board may convene in closed session for this item pursuant to the provisions of Wis. Stat. Section 19.85(1)(e) for the purpose of deliberating or negotiating a collective bargaining agreement to the extent competitive or bargaining reasons require a closed session. The board may reconvene in open session after completion of the closed session to consider the balance of the agenda.

ADJOURNMENT

NOTICE TO PERSONS WITH A DISABILITY

Persons with a disability who need assistance to participate in this meeting should call the City Clerk's office at (414) 479-8917 or send an email to tclerk@wauwatosa.net, with as much advance notice as possible.



Wauwatosa, WI

Milwaukee Metro Fire Rescue Board of Directors

Meeting Minutes - Final

7725 W. North Avenue
Wauwatosa, WI 53213

Wednesday, April 15, 2026

5:30 PM

West Allis City Hall and Microsoft
Teams
Common Council Chambers
7525 W. Greenfield Avenue
West Allis, WI 53214

Regular Meeting

CALL TO ORDER

Director McBride called the meeting to order at 5:35 PM.

ROLL CALL

Present 6

Director Dennis McBride
Director Dan Devine
Director James Archambo
Director Kevin Haass
Director Erin Hirn
James Moldenhauer

APPROVAL OF MINUTES

1. Approval of minutes from the March 11, 2026 special meeting [26-0699](#)

Director McBride made a motion to make the following changes on the final version of the March 11, 2026 minutes and requested that the motion include the vote count and noted that motion language was missing. On the first page under Item F, it was noted that Kevin Hauss moved to authorize the interim president; in the third subsection under Item F, the word "to" should be added. Moved by Director Devine and seconded by Director Haass. Motion carried 7-0.

RESULT: APPROVED

Aye: 6 McBride, Devine, Archambo, Haass, Hirn, and Moldenhauer

NEW BUSINESS

1. Consideration of adoption of a Purchasing Policy [26-0710](#)

John Ruggini, Finance Director for the City of Wauwatosa, presented the item.

Director Hirn made a motion to include a request to change language on page two from "City Standards" to "MMFRB Standards," and change any instances of "Commission" to "Board of Directors."

RESULT: APPROVED

MOVER: Erin Hirn

SECONDER: Kevin Haass

- Aye:** 6 McBride, Devine, Archambo, Haass, Hirn, and Moldenhauer
2. Discussion and consideration of Fire Chief recruitment process and materials [26-0701](#)
- Beth Mbow, Human Resources Director for the City of Wauwatosa, presented the item.*
- RESULT:** APPROVED
MOVER: James Archambo
SECONDER: James Moldenhauer
- Aye:** 6 McBride, Devine, Archambo, Haass, Hirn, and Moldenhauer
3. Consideration of recommended pay structure and philosophy for non-represented Milwaukee Metro Fire Rescue employees [26-0725](#)
- Beth Mbow, Human Resources Director for the City of Wauwatosa, presented the item.*
- RESULT:** APPROVED
MOVER: James Moldenhauer
SECONDER: Erin Hirn
- Aye:** 6 McBride, Devine, Archambo, Haass, Hirn, and Moldenhauer
4. Consideration of appointing City of Wauwatosa Human Resources Director, Beth Mbow, to the Milwaukee Metro Fire and Rescue Department collective bargaining team [26-0702](#)
- Beth Mbow, Human Resources Director for the City of Wauwatosa, presented the item.*
- RESULT:** APPROVED
MOVER: Kevin Haass
SECONDER: Dan Devine
- Aye:** 6 McBride, Devine, Archambo, Haass, Hirn, and Moldenhauer
5. Discussion related to the request for proposals process and scope of work for agency services related to the creation of a unified identity for the Milwaukee Metro Fire Rescue [26-0703](#)
- Robert Barwick , Senior Buyer and Amy Grau, Marketing Director for the City of West Allis, presented the item.*
- RESULT:** NO ACTION TAKEN
6. Notice of annual meeting of members scheduled for April 21, 2026 at 4:00 p.m. [26-0726](#)
- Kail Decker, West Allis City Attorney, presented the item.*
- RESULT:** NO ACTION TAKEN
7. Update on collective bargaining with firefighters' association with direction from the board for future negotiations [26-0704](#)
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Kail Decker, West Allis City Attorney, presented the item.

Motion by Director Archambo to enter into closed session pursuant to Wis. Stat. Section 19.85(1)(e) for the purpose of deliberating or negotiating a collective bargaining agreement to the extent competitive or bargaining reasons require a closed session. The board may reconvene in open session after completion of the closed session to consider the balance of the agenda. Second by Director Hirn. Motion passed 7-0.

RESULT: NO ACTION TAKEN

ADJOURNMENT

Meeting adjourned at 6:32 PM.



Wauwatosa, WI

7725 W. North Avenue
Wauwatosa, WI 53213

Milwaukee Metro Fire Rescue Board of Directors

Meeting Minutes - Final

Wednesday, May 20, 2026

5:30 PM

Wauwatosa City Hall - Common Council
Chambers and Microsoft Teams

Regular Meeting

CALL TO ORDER

Chairperson McBride called the meeting to order at 5:33 PM.

ROLL CALL

Present 6

- Director Dennis McBride
- Director Dan Devine
- Director James Archambo
- Director Kevin Haass
- Director Erin Hirn
- Director Amanda Fuerst

NEW BUSINESS

1. Recommendation for adoption of a Budget Amendment and Fund Transfer Policy [26-0860](#)

John Ruggini, Finance Director, City of Wauwatosa, presented.

RESULT: APPROVED

MOVER: James Archambo

SECONDER: Kevin Haass

Aye: 6 McBride, Devine, Archambo, Haass, Hirn, and Fuerst

2. Approval of a fund transfer of \$216,200 to establish expenditure authority for upcoming expenditures [26-0861](#)

John Ruggini, Finance Director, City of Wauwatosa, presented.

RESULT: APPROVED

MOVER: James Archambo

SECONDER: Kevin Haass

Aye: 6 McBride, Devine, Archambo, Haass, Hirn, and Fuerst

3. Update on collective bargaining with firefighters' association with direction from the board for future negotiations [26-0946](#)

Motion by Director Hirn to enter into closed session pursuant to the provisions of Wis. Stat. Section 19.85(1)(e) for the purpose of deliberating or negotiating a collective bargaining agreement to the extent

competitive or bargaining reasons require a closed session. Second by Director Haass. Motion carried unanimously.

RESULT: INFORMATIONAL ONLY

ADJOURNMENT

Meeting adjourned at 6:41 PM.



Wauwatosa, WI

Milwaukee Metro Fire Rescue Board of Directors

Meeting Minutes - Final

7725 W. North Avenue
Wauwatosa, WI 53213

Wednesday, June 17, 2026

5:30 PM

West Allis City Hall - Common Council
Chambers and Microsoft Teams
7525 W. Greenfield Avenue
West Allis, WI 53214

CALL TO ORDER

Chairperson McBride called the meeting to order at 5:33 PM.

ROLL CALL

Present 6

- Director Dennis McBride
- Director Dan Devine
- Director James Archambo
- Director Kevin Haass
- Director Erin Hirn
- Director Amanda Fuerst

NEW BUSINESS

1. Approval of minutes of the April 15 and May 20 regular Milwaukee Metro Fire Rescue Board of Directors meetings [26-1098](#)
RESULT: NO ACTION TAKEN
2. Consideration of selection of CI Design for the Milwaukee Metro Fire Rescue (MMFR) rebrand project [26-1138](#)
Amy Grau, Marketing Director, City of West Allis, presented.
RESULT: NO ACTION TAKEN
3. Benefits Presentation & Discussion [26-1137](#)
Beth Mbow, Human Resources Director, City of Wauwatosa, presented.
RESULT: INFORMATIONAL ONLY
4. Overview of current agency metrics and framework that will guide future organizational performance measurement and reporting for Milwaukee Metro Fire/Rescue [26-1097](#)
Jason Schaak, Fire Chief, City of West Allis, and Barb Kadrich, Fire Chief, City of Wauwatosa, presented.
RESULT: INFORMATIONAL ONLY
5. Discussion of future Milwaukee Metro Fire Rescue Board of Directors meeting agenda items [26-1139](#)

RESULT: NO ACTION TAKEN

6. Update on collective bargaining with firefighters' association with direction from the board for future negotiations

[26-1136](#)

Motion by Director Hirn to enter into closed session pursuant to the provisions of Wis. Stat. Section 19.85(1)(e) for the purpose of deliberating or negotiating a collective bargaining agreement to the extent competitive or bargaining reasons require a closed session. Second by Director Haass. Motion carried unanimously.

RESULT: INFORMATIONAL ONLY

ADJOURNMENT

Meeting adjourned at 7:06 PM.

To: Milwaukee Metro Fire Rescue Board of Directors

From: Beth Mbow, Human Resources Director

Date: July 8, 2026

Subject: Recommendation for Employee Health Insurance Plan

A. Issue

The Milwaukee Metro Fire Rescue (MMFR) Board is asked to approve participation in the City of Wauwatosa's self-funded employee health insurance plan as the health insurance coverage for MMFR employees.

B. Background/Options

At the Board's June meeting, staff presented an overview of health insurance options available for Milwaukee Metro Fire Rescue (MMFR) employees. The presentation included a comparison of the current City of West Allis and City of Wauwatosa health plans, as well as an evaluation of four potential health insurance strategies for the new agency. Click [here](#) to review the presentation from June.

The options considered were:

1. Participate in the City of Wauwatosa's existing self-funded health plan.
2. Establish a separate MMFR self-funded health plan that mirrors the City of Wauwatosa's plan design.
3. Participate in the International Association of Fire Fighters (IAFF) Health & Wellness Trust.
4. Participate in the State of Wisconsin Group Health Insurance Program.

Each option was evaluated based on employee impact, financial considerations, administrative requirements, implementation timeline, long-term sustainability, and the ability to support MMFR as a newly established organization.

Following additional review and discussion, staff recommends that MMFR participate in the City of Wauwatosa's existing self-funded health plan.

This option provides several advantages:

- Employees will have access to a comprehensive benefit package that minimizes disruption during the agency's formation.
- Lower employer cost and lower employee cost-share.
- Participation in an established self-funded plan provides greater financial stability and predictable administration than creating a new standalone plan.
- Joining an existing plan eliminates the startup costs, administrative complexity, and financial risk associated with operating an independent self-funded plan.
- Participation in a larger, stable risk pool provides greater long-term stability than a newly established employer plan.
- Administrative support, vendor relationships, compliance, and plan governance are already established, reducing ongoing administrative burden for MMFR.

C. Fiscal Impact

Participation in the City of Wauwatosa's self-funded health plan is expected to provide the most cost-effective solution for MMFR and our employees while minimizing implementation costs and administrative expenses. Premium equivalents and employer contributions will be incorporated into the agency's adopted benefits budget.

D. Recommendation

Staff recommends that the board authorize Milwaukee Metro Fire Rescue to participate in the City of Wauwatosa's self-funded employee health insurance plan effective with the commencement of agency operations, and authorize staff to execute all necessary agreements and administrative documents required to implement coverage.